


**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

DATE : February 25, 2013

TO : Committee on Finance, Personnel & Audit

FROM : Rick Ceschin, Deputy Director of Human Resources 

SUBJECT : **Informational Reports 03/14/13**  
**For Finance, Personnel & Audit Committee Meeting**

Attached is an informational report listing *appointments at an advanced step of the pay range*, which the Director of Human Resources has approved.

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the agenda of the March 14, 2013 Finance, Personnel & Audit Committee Meeting for informational purposes

RC:jam

Attachment

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
March 2013**

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. FISCAL YEAR IMPACT**	JUSTIFICATION
DOT - Airport	5040	Secretarial Asst	Executive Assistant Airport	06PM	01	\$ 16.3036	\$ 33,911.49	06	1/21/2013	\$ 5,638.92	Promotional Appointment / 9+ yrs Experience/Education
					02	\$ 16.8789	\$ 35,108.11				
					03	\$ 17.4545	\$ 36,305.36				
					04	\$ 18.0299	\$ 37,502.19				
					05	\$ 18.6053	\$ 38,699.02				
					06	\$ 19.1806	\$ 39,895.65				
					07	\$ 19.7563	\$ 41,093.10				
					08	\$ 20.3316	\$ 42,289.73				
					09	\$ 20.9068	\$ 43,486.14				
BHD - Behavioral Health Div	6300	N/A	BH Staff Psychiatrist - Hourly	44PM	01	\$ 82.8190	\$ 172,263.52	06	*TBD	~	New Hire Appointment / 25+ Experience
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				
BHD - Behavioral Health Div	6300	BH Staff Psychiatrist	BH Med Prog Director - CATC	45PM	01	\$ 34.3428	\$ 71,433.02	04	*TBD	~	Promotional Appointment / Recruitment at Market Rate
					02	\$ 35.8906	\$ 74,652.45				
					03	\$ 37.4697	\$ 77,936.98				
					04	\$ 39.0174	\$ 81,156.19				
					05	\$ 40.8997	\$ 85,071.38				
					06	\$ 41.7259	\$ 86,789.87				
					07	\$ 42.3534	\$ 88,095.07				
BHD - Behavioral Health Div	6300	N/A	EMS Instructor	18N	01	\$ 26.5101	\$ 55,141.01	04	*TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 28.0892	\$ 58,425.54				
					03	\$ 29.4905	\$ 61,340.24				
					04	\$ 30.7558	\$ 63,972.06				
					05	\$ 32.1572	\$ 66,886.98				
					06	\$ 32.7951	\$ 68,213.81				
					07	\$ 33.4435	\$ 69,562.48				
					08	\$ 34.0082	\$ 70,737.06				
					09	\$ 34.5729	\$ 71,911.63				

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
March 2013**

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. FISCAL YEAR IMPACT**	JUSTIFICATION
BHD - Behavioral Health Div	6300	N/A	RN2	18N	01	\$ 26.5101	\$ 55,141.01	07	03/11/2013	\$12,757.46	New Hire Appointment / Recruitment at Market Rate
					02	\$ 28.0892	\$ 58,425.54				
					03	\$ 29.4905	\$ 61,340.24				
					04	\$ 30.7558	\$ 63,972.06				
					05	\$ 32.1572	\$ 66,886.98				
					06	\$ 32.7951	\$ 68,213.81				
					<b>07</b>	<b>\$ 33.4435</b>	<b>\$ 69,562.48</b>				
					08	\$ 34.0082	\$ 70,737.06				
					09	\$ 34.5729	\$ 71,911.63				
HHS - Health and Human Services	8000	N/A	Program Coordinator	29M	01	\$ 26.4650	\$ 55,047.20	03	02/11/2013	\$4,586.57	New Hire Appointment / Recruitment at Market Rate
					02	\$ 27.7247	\$ 57,667.38				
					<b>03</b>	<b>\$ 28.9577</b>	<b>\$ 60,232.02</b>				
					04	\$ 30.3527	\$ 63,133.62				
					05	\$ 31.7185	\$ 65,974.48				

^Bold/shaded border denotes rates of incumbents

\*\*Current Year fiscal impact amount is based upon number of weeks remaining in 2013 from date of appointment and the difference from the required rate to the advanced rate. Based on 40 Hour Work Week.